



*Sustainable  
development  
our 2018 initiatives*





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# Editorials

## The word of the Chairman

On the occasion of SILAB's 30<sup>th</sup> anniversary in 2014, I wrote:

"Through a non-exhaustive report of our actions, illustrated by a number of examples, we would like to share with our partners, clients, suppliers and employees our determination to maintain sustainable growth in the economic, social and environmental aspects of our initiatives. Sustainability is key to all our decisions that are based on our values of independence, excellence, quality and humanism. We face the future with confidence."

Today, five years later, nothing has changed; neither the values nor our determination as demonstrated by our very good results in 2017 and 2018 in spite of a morose economic climate. This has enabled us to pursue several large-scale projects: the expansion of our biotechnologies production unit, the creation of a spray-drying production unit that complies with the pharmaceutical good manufacturing practices regulations and SILTISS (SILAB's sister company), etc.

In 2019, we will resolutely continue our development policy for spectacular new achievements: the SILAB training center (as large as the research center), upgrading the Voutezac plant to current standards (SILTISS), the extension of the pilot workshop, etc. while respecting our fundamental principles of naturalness, biodiversity, biological balances and sustainability.

Naturalness represents the origin of raw materials, which all come from the living world. Biodiversity covers the infinite number of species, balances, the role of complex ecological systems such as microbiomes, etc. All this modern biology data is part of our daily life and as a result SILAB can assert itself as a company committed to sustainable development.

**Jean Paufique**  
Chairman  
Founder of SILAB

## "B-Corp"

"Benefit Corporation", "Enterprise with a mission", these labels are interpreted as the most advanced stage commitment in terms of Corporate Social Responsibility. Is SILAB, our beautiful company, a B-Corp? What is our mission? What is our *raison d'être*?

First of all, satisfy our customers, surprise them constantly with our innovations responding to the market's expectations of greater efficacy, more naturalness for demanding consumers in search of beauty, comfort and care. Our customers' loyalty, their growing numbers, the rise in our turnover give us confidence in our strategic choices. We fully accept our mission on their behalf by ensuring traceability and safety of our products.

Next, SILAB's teams. The company would not be what it is without the commitment, the work, the energy and the intelligence which we place at the service of the project. The opportunities offered by SILAB allow employees and their families to make projects and achieve them, looking serenely to the future. The profit share and participation help to ensure a fair distribution of the performance and wealth created. The work environment is of a high standard, the employment conditions enable everyone to work under good conditions which take care of safety, respect and work-life balance. The recent survey on the quality of life at work at SILAB reveals that 87% of staff like their jobs. We are working to improve the organization, to make adjustments in the management so as to merit a 100% rating. This is the source of our motivation and commitment.

Our company is not being developed to the detriment of the planet. Nature is our source of inspiration and we protect it. We demonstrate that SILAB makes a very concrete contribution in combating global warming and respecting biodiversity. Our customers audit us on these subjects and give congratulatory feedback, finding our approach exemplary, discovering a "rare alchemy" at SILAB. CDP and EcoVadis rank us among the leaders. We can always do better and we invest in that with passion.

To create shared value does not mean sharing the value created. It means creating even more value by ensuring that every individual truly becomes a stakeholder, "an acting part" into the project, into the company. This is what makes our company an enterprise with a mission, a sustainable company.

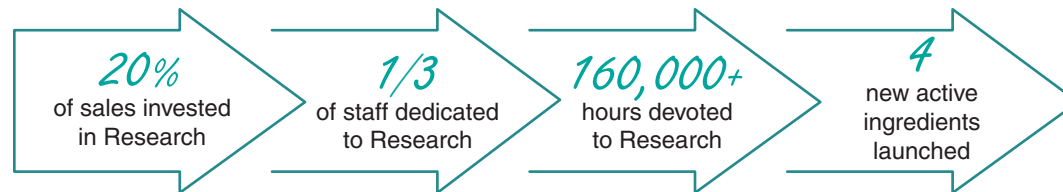
**Xavier Gaillard**  
Deputy General Manager - Strategy  
in charge of CSR

# A sustainable company

## Sustainable innovation

### 1. Research, driver of innovation

With internal know-how and constant investments in cutting-edge technologies, SILAB places Research and innovation at the heart of its business strategy.



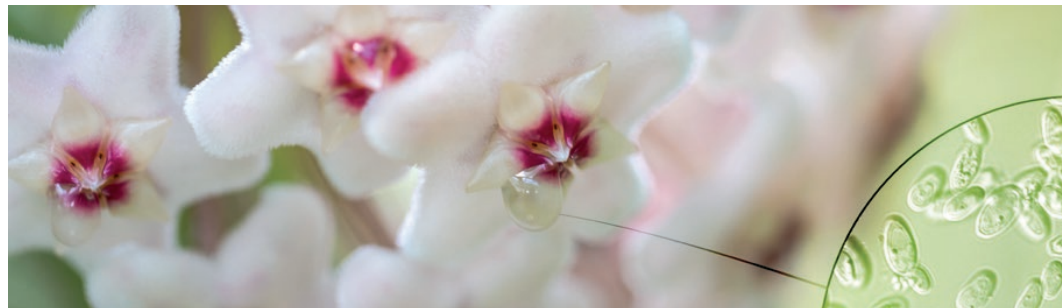
### 2. Microbiota: a SILAB's expertise

#### A dedicated platform, unique worldwide

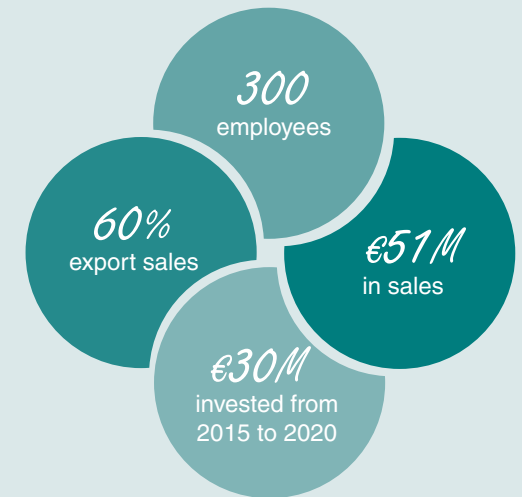
True to its investment strategy at the service of innovation, SILAB officially unveiled its Microbiota Platform in February 2018. This specialist, multidisciplinary platform gathers the essential expertise and technologies required to investigate, in a cross-cutting and complementary manner, the microbiota of the skin's ecosystems and also that of plants, making it unique worldwide.

#### 1 topic, 2 innovation awards

With ECOBIOTYS®, its natural active ingredient which regulates the skin ecology, SILAB was doubly rewarded in 2018 at the two exhibitions, in-cosmetics Asia in Bangkok and in-cosmetics Global in Amsterdam, receiving Gold and Bronze respectively for the Innovation Zone - Best Active Ingredient award.



## Sustainable growth



### 3. More than 100 active ingredients in the catalog

It is a point of honor with SILAB to ensure the continued existence of its product offer, a lever of confidence to maintain sustainable relationships with its customers. From the time when the first product was launched in 1990, 97% of SILAB's active ingredients are still in the catalog.

To sustain this existing product offer, SILAB Research uses new research advances and/or responds to new concerns in the cosmetics market (regulatory and technical requirements, etc.). In this context, it provides additional efficacy data to some active ingredients in the catalog every year, like RECOVERINE® in 2018.

Proud of its independence, SILAB fully commits to its strategic choices in terms of the development of its activities, which ensure its continued existence. The company leverages its innovative capability in order to constantly satisfy and surprise its customers. Thanks to this trust-based relationship, it posted a double-digit annual growth (+15%) in 2018. It also takes care to respect the principles of social responsibility in its everyday practices. SILAB is a company deeply rooted in sustainability!

## Sustainable strategy

### 1. The scientific richness of partnerships

The two departments of the company, SILAB Cosmetics (historic business dedicated to the beauty of healthy skin) and SILAB Softcare (entirely devoted to the care of compromised skin), rely on an international scientific network of experts and renowned university lecturers to share and develop their areas of expertise. There are many issues in these scientific research partnerships: identifying innovation, transferring technologies and skills, giving scientific support and co-developing the Research.

20 partnerships per year

6 new contracts in 2017-2018

1/3 of European partnerships

2/3 of international partnerships

### 2. On the international front: SILAB China is celebrating its 10<sup>th</sup> anniversary!



In March 2018, SILAB celebrated the ten years of experience of SILAB China, its representative office in Shanghai, with 300 Chinese customers and scientific partners. It provided an opportunity to present AQUASEBOM®, a specific active ingredient from a plant used in traditional Chinese medicine and which responds to the Chinese market's expectations.

To support its continuous double-digit growth, SILAB China has started its second decade by moving into new premises in the Zizhu National Hi-tech Park. Extending over 13 km<sup>2</sup>, this business cluster claims to be the Oriental Silicon Valley. SILAB plans to continue its involvement in the domestic Chinese market in this way, aiming to double its sales in the next three years.

## Sustainable business

### An investment for the future

In a constant development, SILAB invests unceasingly in new technologies. In 2018, this took the form of building its own spray-drying production unit. This tool will enable it to produce active ingredients in powder form and to respond to new issues (no preservatives, low environmental impact, etc.). It is to be commissioned during the first semester of 2019.

2,000 m<sup>2</sup>  
area

12  
jobs to be  
created by  
2020

€12M  
in investments



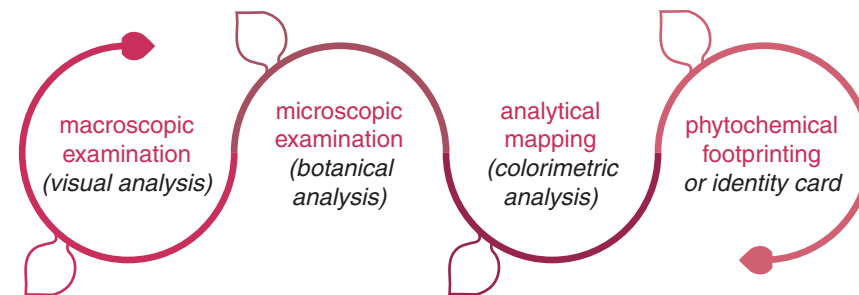


# Responsible supply

## A reference laboratory for natural raw materials

Rich in its long experience in mastering nature, SILAB mobilized a five-person team as of 2012 to create a reference laboratory for natural raw materials. This team is central to the product flow and has the objective of ensuring the safety of natural materials destined as much for the manufacture of existing products as for future developments of active ingredients.

To do this, it conducts identification and characterization studies which have to guarantee the quality and compliance of every batch of natural materials received. Finally, it is responsible for raising suppliers' awareness of the SILAB's demands on product specifications in order to try to raise the acceptance rate of the analyzed batches. This procedure is effective, because the number of accepted batches has evolved, from 53% in 2013 to 76% in 2018.



**A comprehensive expertise**

## Co-products for double advantage

Co-products are the different fractions of a product generated during the processing of a natural raw material. When developing active ingredients, SILAB's teams see a dual interest in the use of co-products: technical and societal. First of all, they provide advantageous content in active molecules of interest (proteins, sugars). Second, this source of supply allows the producer to generate a better revenue while limiting its environmental impact. It's a win-win principle!



standard active ingredients derived from co-products

exclusive active ingredients derived from co-products

Launched on the market at the end of 2018, SENSORIALINE® is a regenerative active ingredient derived from coconut flour, a co-product of coconut oil. Certified as Fairtrade, this raw material is sourced from Sri Lanka, a country with a traditional use of coconuts. SILAB selected companies recognized for their certified organic supply chains and which offer a standardized food quality in order to meet its quality requirements.

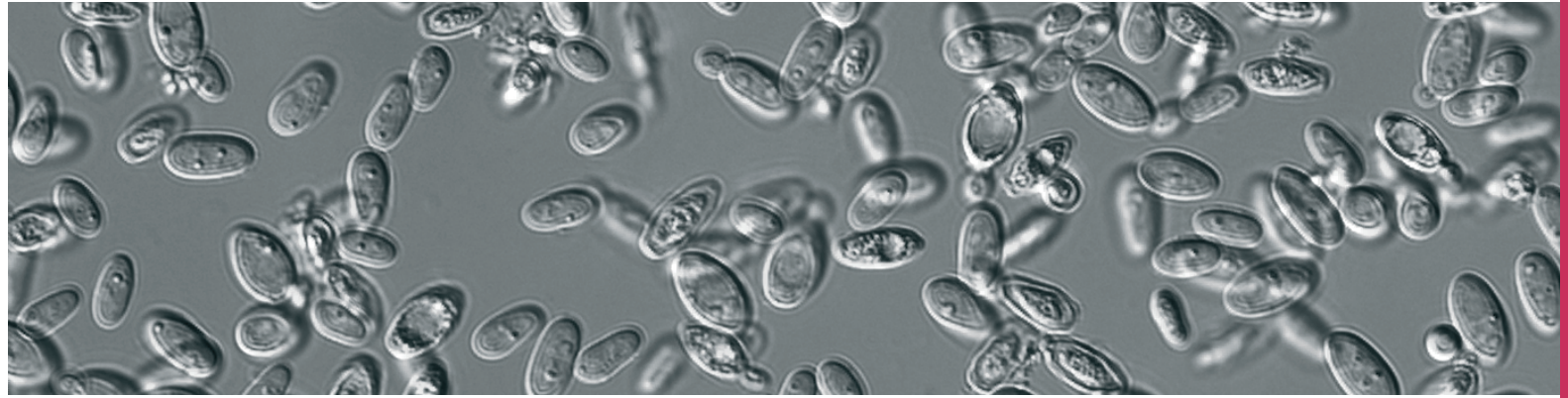


A manufacturer of natural active ingredients for 35 years now, SILAB has placed Nature at the core of its activities. In accordance with the ISO 16128 standard, 100% of its active ingredients are natural or derivatives of natural products. Over time, the company has built up solid expertise in mastering nature and has engaged deeply in the safety, traceability and transparency of its supply chains.

# Biotechnologies: a traceable and mastered supply

## 1. A cutting-edge industrial tool

In addition to its mastery of plant materials, SILAB has developed a unique expertise in biotechnologies with the production and development of single-cell organisms of the yeast, microalgae or bacterial type. SILAB ensures total management of this resource in both quantity and quality with a high-tech biotechnologies production unit.



100 tons  
of capacity per year

16 active ingredients  
from biotechnologies

+129%  
growth in sales of active ingredients  
from biotechnologies (2016-2018)

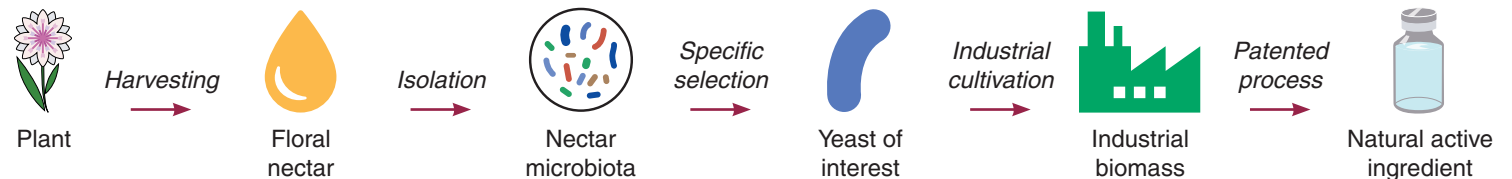
## 2. An innovative approach: the story of Nectarobiota®

SILAB Research has been the first to focus on the extraordinary richness of floral nectar microbiota, called Nectarobiota®. The yeasts it contains act as genuine regulators of the ecosystem of the plant. Drawing inspiration from the Nectarobiota® regulating capacity opens up new opportunities for innovation.

In joint work with the INRA (French institute of agronomic research), customized samples of the floral nectar were conducted. The dominant yeast, *Metschnikowia reukaufii*, was isolated from the nectar of

the porcelain flower *Hoya carnosa*, identified by genetic analysis and then deposited in a private collection for exclusive use.

Derived from this unique yeast, ECOBIOTYS® is an active ingredient launched in 2018 which specifically rebalances the microbiota of mature skin. This customized sampling approach, with no negative impact on biodiversity or the environment, makes it possible to diversify sources of biotechnological raw materials, always in a controlled, traceable manner.



## 3. Plant supply chains: traceability and transparency

SILAB strives every day to strengthen the traceability and transparency of all its supplies of plant raw materials both in France and abroad. Under its responsible purchasing policy, the company conducts a specific evaluation of its supply chains according to environmental, social and societal criteria, rigorously established regardless of the country of origin of the raw materials. Depending on the situation, it may be supported by a third party in its evaluation and in the establishment of a supply chain improvement program.

By way of example, the rye supply chain was evaluated in compliance with SILAB's requirements for traceability, quality and respect for the environment. The rye used to produce the active ingredient COHELISS® is grown in the Auvergne-Rhône-Alpes region (France), according to the organic farming standards and some kilometers distant from the processing cooperative.

70%  
signatory  
suppliers

2019  
target:  
85%

Commitment to the SILAB's  
responsible purchasing charter



# Strong commitments to preserve the planet

## Fighting against climate change

### 1. The high quality environmental standard for new buildings



SILAB incorporates good environmental practices into its new buildings and installations in the same way as quality and performance criteria.

For its future training center, the company issued all contractors involved with an environmental charter based on the 14 goals of the high environmental quality standard. The objective of this charter is to limit the environmental impact from the inception of the project (integration into the countryside, companies chosen according to the criteria of proximity and environmental impact management) to operation (limiting the consumption of water, energy or waste production). Photovoltaic panels are planned for the roof of this building.

This investment, whose construction started in autumn 2018, is part of SILAB's ambitious training policy. The modern, four-story building also aims to guarantee optimum working conditions, particularly in terms of light, acoustics and equipment ergonomics.

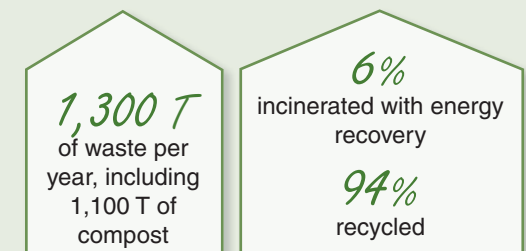
### 2. Creation of SILAB's carbon fund

Achieving environmental excellence is a major objective for SILAB, which launched an internal carbon fund in 2018. The principle of this virtuous circle is to set a price per ton of CO<sub>2</sub> emitted by the company which will be used to finance projects that will reduce its carbon footprint. In this first year, almost 100,000 euros' worth of projects were allocated to the reduction of fossil energy consumption. By way of examples, SILAB implemented an energy counter and management module, a system for managing the consumption of compressed air, an optimization of the centralized technical management system for energy consumption, etc.

### 3. Zero final waste policy

SILAB has a firm policy on waste: zero final waste.

This target is achieved by the company year after year, in collaboration with all its staff.



Targeting environmental excellence, SILAB takes action within a global sustainable strategy in order to limit the impact of its activities and preserve biodiversity. Because every individual action counts, the company takes care to raise its staff's awareness regularly and encourages them to pursue an eco-friendly approach.



# Preserving biodiversity

## Nature 2050: a sustainable commitment

Following up on actions initiated in 2016 and 2017, SILAB is pursuing its voluntary commitment in the Nature 2050 program, protecting a total cumulative area of 4,800 m<sup>2</sup> of biodiversity up to the year 2050. This is the equivalent of the surface area constructed by SILAB on its site since 2016. Managed by CDC Biodiversity, this program works to promote adaptation to climate change and restore biodiversity in the local areas where its funding economic stakeholders are based.

SILAB chose to support an initiative to restore the ecological networks of regional waterways. With work commencing in December 2018, a small affluent of the Dronne (close to SILAB's site) is about to return to its natural bed. This development will curb the degradation of water quality and stimulate biodiversity.



# Raising staff awareness in their eco-friendly approach

## 1. Communication campaigns

In 2018, SILAB leveraged communication and awareness-raising campaigns with its staff to encourage them to practice an eco-attitude on a daily basis.

### The eco-friendly actions guide

This document sums up practical information, actions undertaken and habits to be adopted on five major topics: energy, water, waste, paper and business trip.

### The "waste sorting" brochure

It recaps on the different types of waste and the appropriate collection points in the company.

### The sustainable development charter

This charter describes SILAB's policy on corporate social responsibility, particularly its environmental targets.

### Induction training: environmental module

It raises the awareness of every new employee in the company about SILAB's global environmental approach.

## 2. A bonus for alternative home-work travel

Staff opting for cycling, car-sharing or the train for their travel between home and work receive annual allowances from the company, which thus supports them in their more eco-friendly practices.



*Bicycle: €105*  
per person on average



*Car-sharing: €255*  
per person on average



*Train: €428*  
per person on average

## 3. SILAB collects!

Several years ago, in response to the SILAB staff's needs, the company installed a waste sorting zone which was named 'SILAB collects'. It holds containers in which batteries, fluorescent lights, bulbs and printer cartridges are collected. At the beginning of 2018, SILAB signed up to a new partnership with "La boîte à papiers", a local company based in Limoges, to manage paper waste. The collecting area has now been extended further to aluminum cans, bottles and plastic cups. Finally, plastic plugs are collected for an association, called VML (*Vaincre les maladies lysosomales*) that aim to overcome lysosomal diseases.



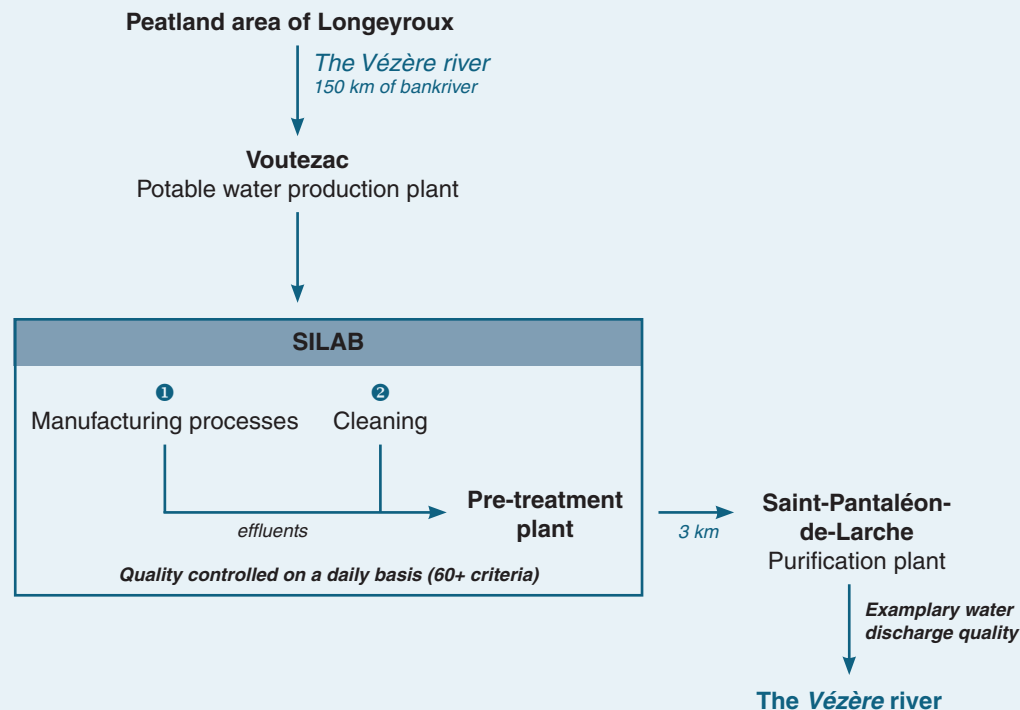
## Water, a mastered resource

*Precious, sometimes scarce but renewable, always vulnerable, water is our planet's primary natural resource. Essential to all forms of life, it is unfairly distributed across the surface of the earth. Irrespective of the disparity of distribution, it is vital to ensure the quantity and quality of water, curb pollution and protect aquatic environments.*

*Because water is a major constituent of skin (70%), SILAB therefore chose this physiological environment to produce its cosmetic natural active ingredients and maximize their efficacy. Water is a special extraction solvent, and every care is taken within the company to limit its consumption, maintain its quality and preserve natural eco-systems.*

### Once upon a time... there was SILAB's water

At less than 70 km as the crow flies from its site, in the foothills of the *Massif Central* on the *Mille-vaches* plateau (in SILAB's region) - this is where the peatland area of *Longeyroux* gives birth to the *Vézère* river. At the center of important biodiversity, this country of a thousand springs is the origin of the water that supplies the SILAB's site.



### Limiting consumption

SILAB applies a rigorous water consumption policy which enables it to keep to perfectly manage consumption levels of "direct water" (water directly from the supply system less the water discharged at the purification plant) on site (less than 1,000 m<sup>3</sup> per year).

#### 1. Continuing efforts in industrial cleaning

In 2017, the teams worked on optimizing automatic cleaning (clean-in-place) of the tanks in the UP3 and biotechnologies production units. Water savings of 11% and 44% respectively were achieved. In 2018, an inventory was conducted at the UP2 high-volume production unit to identify improvement areas. Optimization measures are planned for 2019. Still in 2018, SILAB installed a new wash system which divided by ten the consumption of water used in the cleaning of internal packaging.



## 2. Raising staff awareness of water issues

SILAB also carried out awareness-raising campaigns for its staff during world water day in March 2018. Concurrently with two exhibitions about water held by the Water Agency, a group water-saving challenge, which ran for one week, was faced by all the teams and the two-fold aim was achieved: a decrease of domestic water consumption (-16%) and the acquisition of good routine habits for SILAB staff, who are always very involved.

Jérôme Le Davadic, manager of interventions in Aquatic & Agricultural Environments, Adour-Garonne Water Agency, says « **The Adour-Garonne Water Agency supports projects to improve the quality of water and restore aquatic environments technically and financially. Aware of its impact, SILAB, on its own initiative or supported by experts, has initiated many actions to limit its water consumption, improve water quality and restore aquatic environments in its region** ».

## Uncompromising on quality

### 1. Water control

Water is a natural raw material which, like the others, requires total mastery. In order to guarantee product quality and equipment safety, and to prevent all potential risks, water treatment processes upstream from the production units enable SILAB to ensure and use a consistent water quality. Whether the water is from the tap, softened or reverse osmosis purified, it has to comply with a quality control governed by very strict specifications. To ensure good reactivity, some online measurements have been automated: turbidity, conductivity, temperature. In addition to the internal microbiological analyses, tests by an independent laboratory verify the absence of pathogens in the different qualities of water.



### 2. The quality of waste water

SILAB helps to limit the impact of its waste water by pre-treating its effluents. Discharged into the purification network, the waste water is re-treated by the local purification plant before being released into the natural environment, with a much higher quality than the authorized official thresholds.

SILAB's pre-treatment plant celebrated its 10 years of operation in 2018. With significant investments (more than 300,000 euros' worth of renovation), it is monitored and optimized by a technical team supported by experts in the field. SILAB has set itself an ambitious goal for the period from 2015 to 2020 of reducing the polluting load of COD (Chemical oxygen demand) by 50%. Half of this objective has been achieved, with the load reduced by 25% between 2015 and 2018. A dynamic to be sustained!

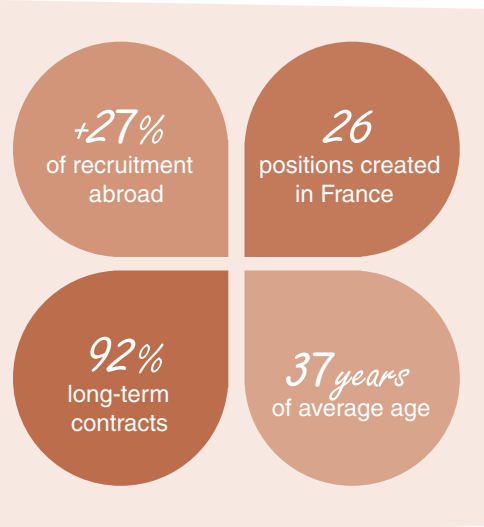
## Reestablishing regional waterway networks

In parallel with the water saving actions on its site, SILAB also invests in the restoration of ecological networks and waterways in the region. In this context, SILAB is committed to the Nature 2050 program (see article p. 9).

# People at the center of attention

## Equality and diversity: a socially responsible policy

SILAB teams are dynamic and expert, ready to meet the challenges involved in constant innovation. In this context, the company takes care to offer all its staff optimum employment conditions so that they carry out their mission well and develop professionally. In line with its social policy as described in its human resources charter, special attention is paid to every woman and every man who works day by day to make SILAB a growing business.



### 1. Equality of women and men

SILAB recruits career beginners - women or men - under strictly identical salary conditions. For more experienced hires, these conditions are only determined by the position and the person's experience.

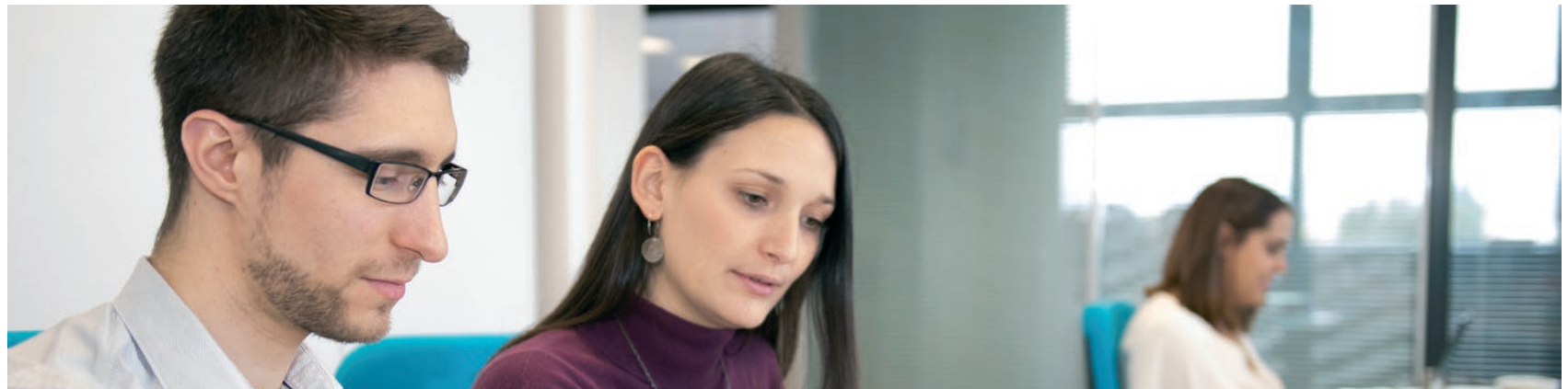
Moreover, it appears that, generally speaking, scientific and technical careers are attracting fewer young female students. This is far from being the case at SILAB, which received several requests in 2018 for female staff members from industrial, commercial and R&D departments to share the appeal of their jobs with the young students at middle and high schools.



### 2. Integration of disabled people

SILAB is committed to integrating disabled people by recruiting permanent and temporary staff, interns and through contracts with integration organizations.

Added to this approach are various actions including training staff in workstation studies, collaborating with the occupational health department on adapting working conditions, meeting with French players from the sector (*Cap emploi*, *AGEFIPH*, etc.) or taking part in events on the subject of disabilities (for example, disability awareness week).





## Training

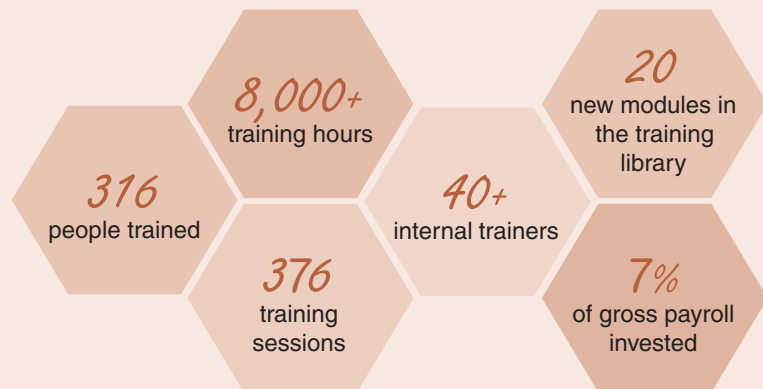


### 1. Apprentices supervised by trained tutors

“SILAB grows young talents”, that is the company’s ambition. At the start of the 2018 academic year, nine apprentices preparing for degrees at the level of secondary education + 2 to 5 years joined different departments of the company. Together with the three young researchers who are currently completing their three-year doctoral dissertations in collaboration with a public laboratory, this takes the total amount of the workforce which the company devotes to developing apprentices to 2.4%.

Each of the young people is supervised by a tutor who is trained by an external body, thus fostering the effective transmission of knowledge and skills.

### 2. A few figures



## Occupational health and safety, a preventive and collaborative approach

### 1. Management of co-activity

SILAB attaches a high priority to its staff’s health and safety. Due to its continuous development, many projects are simultaneously under way on the site. It is essential to prevent the risks inherent in every construction and integrate them into the company’s everyday activities.

Therefore, safety criteria are studied as soon as the project specifications are written, beyond even the regulatory framework. Site visits are made regularly to verify project compliance, reassess risks and identify areas for improvement if required.



### 2. Workstation ergonomics

Beyond prevention, SILAB addresses cases of staff members who are restricted by workstation constraints due to health needs. Following a meticulous study of possible improvements, the Health & Safety teams may call in experts (occupational health department, work ergonomists, special equipment companies) to put forward the most appropriate solutions for a personally adapted workstation. After that, follow-up with the staff member is arranged to ensure good practices. In 2018, the company enabled two people to maintain their activity.

### 3. Health & Safety: the contribution of the Socio-Economic Committee

SILAB is a collaborative place! Members of the Socio-Economic Committee, who are trained in advance for the role, are specifically in charge of Health & Safety issues at the workplace. Four times a year, together with the Management and the Health & Safety teams, they conduct an inventory of working conditions in the company: accident rates, analysis of risk situations, safety on large building sites, hygiene at work, etc. These meetings end with a site visit which verifies the effective integration of safety and ergonomics measures in a high-level technological environment.

### 4. The "Eat - Exercise" campaign



In July 2018, the Health team organized a week for staff that was themed as “Eat - Exercise”. With dietary encouragement (provision of fruit baskets with local production, diet meals, etc.) and sporting encouragement (sports courses on site, pedometer challenge, cycling from home to work, etc.), this highly enjoyable week was a reminder of all the good habits that people can adopt to preserve their health in their daily routine!

# Sharing values

## Company initiatives

### 1. Supporting young researchers

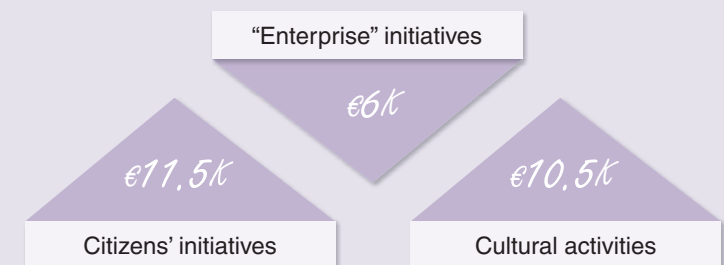
The aim of the SILAB - Jean Paufique Corporate Foundation is to provide active, constant support for fundamental and applied research in the diagnosis, prognosis and treatment of dermatological pathologies, and more specifically skin cancers. In June 2018, to mark its annual meeting, the Foundation gathered together almost 120 people at SILAB's site to present its 11<sup>th</sup> award winner, Joudi Bakar, and her research project on dermatological pathologies. Her K-SyLAB project (an acronym for keratinocytes - lipid synthesis and alterations of the barrier) is devoted to the "diagnosis of the pathological cutaneous barrier: multimodal approach of the lipid biosynthesis on cellular models". Her studies are conducted at the Interdisciplinary Academic Unit Lip(Sys)<sup>2</sup>: Lipids, analytical and biological Systems, attached to the university of Paris-Sud, faculty of pharmacy, under the supervision of Professor Arlette Baillet-Guffroy and Mrs. Rime Michael-Jubeli.



### 2. Supporting the dynamism of the local area

#### Private sponsorship

Deeply anchored in its region, SILAB provides support to local initiatives regularly, particularly in the area of culture (*Festival du Cinéma de Brive* - a film festival, *Foire du livre de Brive* - a book fair, *Festival de la Vézère* - a music festival), and sometimes on a one-off basis, such as helping to finance the renovation works on Tulle's prefecture building (local government site).



#### Sports sponsorship

In addition to sponsoring the women's and men's rugby teams of the CABCL (*Club Athlétique Brive Corrèze Limousin*), SILAB also supported some local sports associations in 2018 with a total sum of 26,500 euros.

SILAB is 35 years old. These 35 years have seen a continuous development during which the company has been able to grow on all levels: its site, its teams, its skills and more. Today, it benefits from the wealth of this long experience and shares it in return with generosity and volunteerism. This immanent spirit of sharing and solidarity is disseminated to its stakeholders and in its local area, and its staff are worthy representatives who interpret it in the best possible manner.



## SILAB staff initiatives

### 1. Encouraging solidarity

SILAB staff members do not hesitate to apply to the Management for financial support for associations of which they are personal members. Indeed, in 2018, SILAB paid 11,300 euros to cultural and sporting activities on the initiative of employees.

SILAB staff are generous. Their solidarity can also be expressed in the form of donations. In 2018, a movement was initiated to support “Tongasoa Zazakely”, an association aimed at improving the comfort of Malagasy children and whose Chair is held by a SILAB staff member. Thanks to everyone’s solidarity, more than 200 kg of goods (games, school supplies, linen and clothing, etc.) were collected within the company and added to the container bound for Madagascar.



### 2. Socio-Economic Committee actions for charitable organizations

In addition to the Green Santa Claus, an initiative organized by *Secours Populaire* which every year enables a lot of presents to be collected for underprivileged children and families, SILAB’s Socio-Economic Committee also invited staff to participate in fund-raising races for charities in 2018.

**Trail de la Truffe**  
(truffle trail) with proceeds donated to the fight against multiple sclerosis

**Trail de la Paix**  
(peace trail) with proceeds for the *Mouvement de la Paix*

The races called **La Briviste** and **La Gaillarde** with proceeds for research to combat breast cancer and prostate cancer

## Sharing information with stakeholders

### 1. Evaluations of SILAB’s CSR policy

SILAB’s activities in the fields of Corporate Social Responsibility and of Quality, Safety and Environment are regularly audited and evaluated by its customers. Evaluation platforms such as Sedex, EcoVadis and CDP invite the company every year to return rigorous questionnaires on environmental, societal, ethical and social topics.



Following the Gold rating awarded by EcoVadis in 2017, the non-profit organization CDP recognized SILAB’s exemplary performance in the fight against climate change in 2018 by awarding it an A- rating (average score for the sector: D). The company therefore ranks in the leaders’ category and achieves the best possible score for an SME according to the CDP’s definition.

In 2018, the sustainable companies’ network LED (*Lien Entreprises Durables*) renewed SILAB’s 5/5 standard, meaning “Exemplary”. This is evidence of the company’s deep involvement in a quality and continuous improvement approach which lies at the core of its commitment to CSR. In particular, the auditors emphasized the “rare alchemy” in place at SILAB.

This very positive and encouraging feedback spurs the company on to excel and to share in its CSR policy.

### 2. Sharing initiatives



With a strong commitment to transparency towards all its stakeholders, SILAB shares its engagements and actions in sustainable development throughout the year at specialist events: a *Sustainability Corner* conference at the in-cosmetics Global exhibition and a dedicated presentation during NYSSC - Suppliers’ Day. In this digital world, the sustainable development report is online in the “Commitments” section of the website [www.silab.fr](http://www.silab.fr). Furthermore, SILAB reports regularly on its CSR commitments through the publications on its social networks.



*We would like to thank all the people who have contributed to producing this sustainable development report, in particular our employees and partners who have worked alongside us to create this document. We strongly believe that the continued success of our company and our practices will create shared values for our customers and the community we serve.*

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